

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Under the “Older Workers Benefits Protection Act (OWBPA),” a person may not waive any right or claim under the “Age Discrimination in Employment Act (ADEA)” unless the waiver is “knowing and voluntary.” The following is provided to meet the “knowing and voluntary” provision of the OWBPA:

1. The phased retirement program is a voluntary program offered by the University of Central Arkansas. The program is available to all full-time continuing faculty members who have completed 10 years of continuous service at UCA and who are 55 years of age or older on or before November 1 of the calendar year prior to the commencement of phased retirement.

A year of continuous service is defined as a nine-month full-time faculty assignment, twelve-month full-time faculty assignment, or twelve-month full-time administrative assignment. The 10-year minimum may be achieved using any combination of years of full-time faculty or administrative service. Approval of an individual faculty member’s application will be determined by a process of review: passing from chair, to dean, to provost. Such approval will be based upon the needs of the institution and fiscal considerations.

2. A faculty member who does not meet the age or service requirements described in paragraph 1, or who is receiving long-term disability insurance benefits or workers’ compensation benefits is ineligible to participate in the program. In the event there is a period of time in which a faculty member is on leave without pay, such period of time will not be considered when calculating the number of years of continuous service for eligibility purposes. A period of time in which a faculty member is on leave without pay status will not be construed as disrupting continuous service whereas years of continuous service are disrupted in the case of a faculty member resigning his or her position with the university and returning at a subsequent period in time.
3. A faculty member will be given a period of at least 45 calendar days to consider the

